Department of Defense
Assistant Secretary of Defense
(Force Management Policy)
Military Community & Family Policy

Since the Summit

The Spouse Employment Action Agenda Two Years Later

DoD Spouse Employment Conference
Orlando, FL
April 9, 2002

Spouse Employment Summit

- Held in Phoenix, AZ, August 22-25, 2000, in conjunction with DoD Family Readiness Conference.
- Attended by approximately 120 headquarters, command and installation program staff; civilian personnel staff; subject matter experts; and spouses from all four Military Services.
- Approximately 13 working groups isolated key issues and proffered solutions.
- Report issued December 21, 2000.
- Follow-up: April 9-10, 2002, in Orlando, FL

The goal of DoD spouse employment policy is to create a military spouse employment program that affords every spouse the opportunity to develop a career or become employed.

Summit Action Agenda

- **Policy** - Need to define and standardize Military programs and policy guidance.
- **Resources** - Need to provide dedicated resources within the system to address staffing, career development, and skills training.
- **Spouse Career Continuity/Corporate Partnerships** - Need to partner with private industry to connect spouses with portable jobs and other methods of pursuing lifetime career goals.
- **Marketing** - Need to make existing resources known and relate them to customer needs.

Legislative Authority

- **Title 10, Section 1056. Relocation Assistance Programs** - directs the Secretaries of the Military Departments to provide relocation information, preparation, and settling-in services with emphasis on spouse employment.
- **Title 10, Section 1781. Office of Family Policy** - established the Office of Family Policy, assigning it responsibility for military family policies and programs.
- **Title 10, Section 1784, Employment Opportunities for Military Spouses** - authorized the Secretary of Defense to provide employment opportunities for military spouses in the same geographic area as their sponsors' permanent duty station. (Established the Spouse Preference Program.)
- **Section 571, National Defense**

Policy Standardization

- **Web-based Consolidation and Comparison:** Spouse Central (under development)
- **Updating Service Guidance:** New Navy Desk Guide
- **National Defense Authorization Act 2002:** Section 571 requires review of existing spouse employment programs with an eye towards enhancing retention.
- **Do We Need a DoD Instruction?**

Enhancing Resources: Challenges and Opportunities

- **Emerging Military Requirements:** International obligations and the “War on Terrorism”
- **Montgomery G.I. Bill Benefits Expansion:** Extremely limited in scope.
- **Section 571, National Defense Authorization Act 2002:** It’s not just a report; it’s an opportunity.
- **Ongoing Service Efforts**
- **Technology-based Solutions**

Internet Resources

- **DoD Job Search** <http://dod.jobsearch.org> features want ads, resume writing, and referral systems.
- **One-Stop Jobs** (part of the MAPsite Employment Station) <http://dticaw.dtic.mil/mapsite/onestop.html> provides a single listing of major DoD and Military Component organizations employment Web sites and a selection commercial employment Web sites.
- **Transition Bulletin Board** <http://www.dmdc.osd.mil/ot/> lists job want ads and other useful information.
- **DoD Transportal** <http://www.dodtransportal.org/> although primarily for separating military personnel, contains resources of value for any military family member seeking a job.
- **Military Assistance Program Central**

Career Continuity: Department of Labor (DoL) Partnershi

- In August 2001, Secretaries Rumsfeld and Chao met to discuss partnering in three areas: recruiting, spouse employment and transition.
- DoL programs are managed locally according to state law, but there are some areas where headquarters action could benefit military spouses, including definition of displaced workers, DoL partner programs, statistics, and a Web site.
- DoL is developing a multi-layered plan which would bring together existing DoL and DoD resources. Further developments would proceed in stages based on pilot programs and an assessment of their results.
- Military Spouse Resource Center

Career Continuity: Spouse Telework Employment Progra

The Departments of State, Defense and Labor, and the General Services Administration propose a public/private partnership to address the spouse employment issues. Partnership objectives encompass:

- Increasing domestic and foreign private sector career opportunities.
- Serving as a basis for an expanded program of remote training and teleworking facilities, and a database of remote work opportunities.
- Augmenting existing military and federal programs to assist spouses in all stages of their professional development.

Career Continuity & Corporate Partnership

- *October 2000*: The Military Quality of Life Summit at the U.S. Chamber of Commerce identified military spouse training and employment as a priority.
- *January 2001*: CISCO and the Communications Workers of America provide scholarships for classroom and distance learning technology training leading to A+ and CISCO network certification.
- *March 2001*: Marriott, CVS and Home Depot expressed a firm interest in partnering with DoD to provide jobs and portable tenure for DoD spouses in their organizations.
- General Counsel is reviewing language to

Marketing

- **First you need something to market.**
- **The Adecco experience.**
- **Partnership opportunities.**

Looking to the Future

- **DoD Research**
  - Social Compact/Defense Planning Guidance
  - RAND
  - Military Family Research Institute
- **Service Research**

Impact of Spouse Employment
Retention

- **Members with spouses who were employed in civilian jobs (54.5%) or voluntarily out of the work force (55%) indicated satisfaction with the military way of life to a greater extent than did other married personnel.**
(*1999 Active Duty Member Survey*, DMDC)

- **An increase in the spouse's employment and earnings increased satisfaction with Army life and, in turn, enhanced her desire for her husband to remain in the Army.**
(*Interrelationships of Child Care Use, Spouse Employment, Army Satisfaction, and Retention in the U.S. Army*, 1994)

- **The quality of spouse employment and family life enhance satisfaction with Army life and increased her desire for the retention of her husband in the Army.** (*The*